

# Ban The Box

Presented to City Council  
July 23, 2013

# Purpose

- ❑ Provide City Council with information on the Ban the Box initiative
- ❑ Review of states and localities that have banned the box
- ❑ Intended to strengthen the goals of economic vitality and workforce development and employer of choice
- ❑ No formal action is required from City Council

# What is the Box?

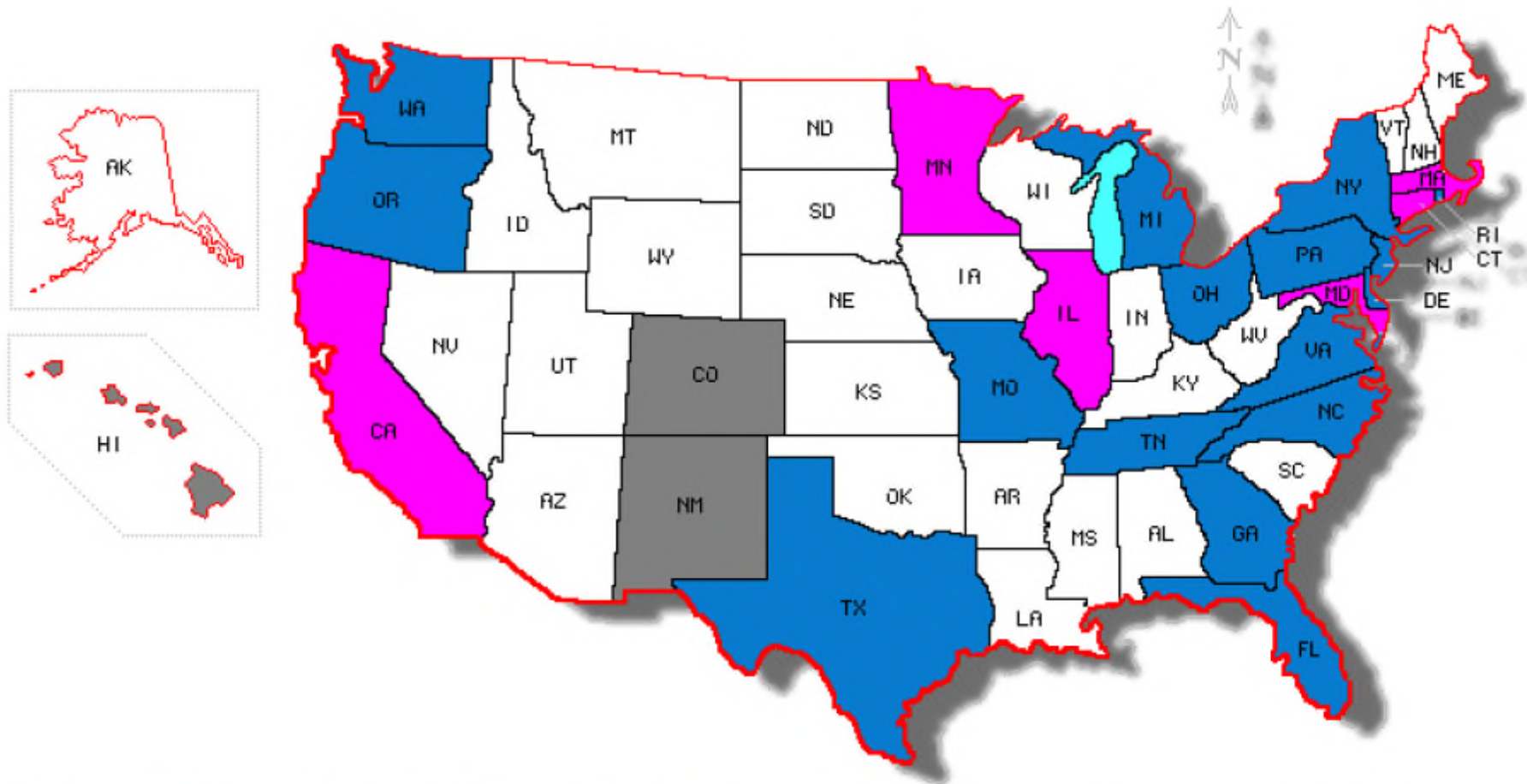
## Check box on job application

1. Do you have any pending felony or misdemeanor criminal charges against you (including driving-related misdemeanors such as driving under the influence, reckless driving and driving on a suspended license)?
  - If you do have any pending Felony or Misdemeanor criminal charges, please explain and give city, state, and dates
2. Have you ever been convicted of a felony or misdemeanor crime (including driving-related misdemeanors such as driving under the influence, reckless driving and driving on a suspended license)? **Note: Any affirmative response will, in and of itself, not disqualify you from employment with the city**
  - If you have been convicted of a Felony or Misdemeanor crime please explain and give city, state, and dates

# A Nationwide Initiative – Ban the Box

- ❑ Removes questions related to criminal history from the employment application
- ❑ Promotes hiring based on qualifications
- ❑ Allows those who are responsible for hiring decisions to have an opportunity to learn about the candidate's experiences, skills, and competencies
- ❑ Removes the perception that a criminal history automatically disqualifies an applicant or the formerly incarcerated (returning citizens)
- ❑ Does not require employers to hire people with criminal records

# Nationwide Participation



- States where localities have banned the box
- States with statewide ban the box
- States with statewide ban the box and individual localities that have banned the box

# 50 Cities and Counties Have Banned the Box Around the Nation

## Localities by State

1	Alameda County, CA	14	Washington, DC	27	Minneapolis, MN	40	Cleveland, OH
2	East Palo Alto, CA	15	Wilmington, DE	28	St. Paul, MN	41	Multnomah County, OR
3	Richmond, CA	16	Jacksonville, FL	29	Kansas City, MO	42	Pittsburgh, PA
4	San Francisco, CA	17	Tampa, FL	30	Durham City, NC	43	Philadelphia, PA
5	Berkeley, CA	18	Atlanta, GA	31	Durham County, NC	44	Providence, RI
6	Santa Clara County, CA	19	Chicago, IL	32	Spring Lake, NC	45	Memphis, TN
7	Carson, CA	20	Boston, MA	33	Carrboro, NC	46	Austin, TX
8	Compton, CA	21	Cambridge, MA	34	Cumberland County, NC	47	Travis County, TX
9	Oakland, CA	22	Worcester, MA	35	Atlantic City, NJ	<b>48</b>	<b>Richmond, VA</b>
10	Hartford, CT	23	Baltimore, MD	36	Newark, NJ	<b>49</b>	<b>Newport News, VA</b>
11	Bridgeport, CT	24	Kalamazoo, MI	37	New York, NY	50	Seattle, WA
12	New Haven, CT	25	Muskegon County, MI	38	Canton, OH		
13	Norwich, CT	26	Detroit, MI	39	Cincinnati, OH		

# Two Cities in Virginia Have Banned the Box

## ❑ City of Newport News

- ❖ Implemented October 2012
- ❖ Criminal history information collected after interviews, during the background check process using an information release form
- ❖ Targeted criminal history questions are asked on the supplemental portion of the application for sensitive positions

## ❑ City of Richmond

- ❖ Implemented March 2013
- ❖ Targeted criminal history questions are asked on the supplemental portion of the application for sensitive positions

# Norfolk's Current Practice

- ❑ Criminal history is collected on applications
- ❑ Evaluated based on the gravity of the offense, the length of time since the conviction, and whether it is applicable to the job
  - ❖ Not intended to prevent an individual from being hired
- ❑ Examples of positions using the criminal history as a qualifying hiring measure:
  - ❖ Public safety
  - ❖ Care of children
  - ❖ Care of elderly, disabled, or patients



# Conclusion

- ❑ Remove the box except for positions that are deemed sensitive in nature such as public safety
- ❑ Continue the current practice of evaluation based gravity of the offense, the length of time since the conviction, and whether it is applicable to the job
- ❑ Administration to develop policy, no action required by Council